

WFBQ, WNDE, WOLT & WUBG¹
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Traffic Support	1-7, 9-81	24
On-Air Talent	1-7, 9-79, 81-82	82
Outside Account Executive	1-81, 83	76
Outside Account Executive	1-81, 83	76
Production Director	1-81	76
Sales Support	1-7, 9-79, 81	76

¹ WUBG(FM) joined this employment unit as of July 17, 2015. See FCC File No. BALH-20150528AEV.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	America Works of Indianapolis Pat Nolting 2021 North Meridian Street Indianapolis, IN 46202 317-923-3600	No	0
2	Anderson University-Career Development Dept Jo DuMontelle 1100 East Fifth Street Anderson, IN 46012 765-641-4196	No	0
3	Artistic Media Partners (Radio Stations) Arthur Agnotti 5520 East 75 th Street Indianapolis, IN 46250 317-594-0600	No	0
4	Asian Help Services- Employment Assistance Sung Boon Baik 609 East 29 th Street Indianapolis, IN 46205 317-924-4827	No	0
5	Ball State University-Center for Radio and Television Cindy Hershman 2000 West University Avenue Lucina Hall-220 Muncie, IN 47306 765-285-2436	No	1
6	Broad Ripple Evening School Association Greg Dulin 1115 Broad Ripple Avenue Indianapolis, IN 46220 317-226-4537	No	0
7	Butler University-Center for Career Planning and Development Timothy Harding 4600 Sunset Avenue Atherton Union-Room 315 Indianapolis, IN 46208 317-940-9384	No	0
8	Career Fair (<i>see Section III</i>)	No	0
9	Central Nine Career Center Donna Rund 1999 US 31 South Greenwood, IN 46143 317-888-4401	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Circle Seven Training Council Paula Barada 435 East Main Street Suite C-2 Greenwood, IN 46143 765-932-5917	No	0
11	Civil Rights Commission Burnetta Sloss-Tanner Indiana Government Center North 100 North Senate, Room N103 Indianapolis, IN 46204 317-232-2600	No	0
12	Damien Center Edward Alexander 26 North Arsenal Avenue Indianapolis, IN 46201 317-632-0123	No	0
13	DMG Maximus 9100 Purdue Road Suite 209 Indianapolis, IN 46268 317-876-9787	No	0
14	Easter Seals Crossroads of Indianapolis-Deaf Community Services Jerome Freeman 4740 Kingsway Drive Indianapolis, IN 46205 317-479-3241	No	0
15	Equal Employment Office of Indianapolis Phyllis Tucker-Wells 101 West Ohio Street, Suite 1900 Indianapolis, IN 46204 317-226-7469	No	0
16	Experience Works Marvin Jones 429 East Morgan Martinsville, IN 46151 765-349-1652	No	0
17	Franklin College – Career Services Kirk Bixler 501 East Monroe Street, Dietz Center Franklin, IN 46131 317-738-8801	No	0
18	Franklin College – WFCI Joel Cramer 101 Branigin Boulevard Franklin, IN 46131 317-738-8197	No	0
19	Goodwill Industries of Central Indiana-Greenwood Lacey Patten 709 US Highway 31 N Greenwood, IN 46142 317-865-0955	No	0

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20	Goodwill Industries of Central Indiana-Indianapolis Bryan Bush 2060 East 52 nd Street Indianapolis, IN 46205 317-251-2572	No	0
21	Goodwill Industries of Central Indiana-Shelbyville Pauline Wagoner 570 Saraina Road Shelbyville, IN 46176 317-392-3988	No	0
22	Harrison College Claudia Coulter 6300 Technology Center Drive Indianapolis, IN 46278 317-873-6500	No	0
23	Harrison College – Indianapolis East Alan Bacon 8150 Brookeville Road Indianapolis, IN 46239 317-375-8000	No	0
24	iHeartMedia Careers Website http://iheartmediacareers.com	No	7
25	iHeartMedia Jobs Website http://iheartmedia.jobs/	No	0
26	I-Net Department of Workforce Development Brenda Brown 805 Beachway Drive, Suite 110 Indianapolis, IN 46224 317-684-7600	No	0
27	Indiana Broadcasters Association Gwen Piening 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 317-573-0119	No	0
28	Indiana Human Resource Investment Council Tim McGann 402 West Washington Street, Room W076 Indianapolis, IN 46204 317-232-1980	No	0
29	Indiana Institute of Technology Jennifer Schuler 3500 DePauw Boulevard Indianapolis, IN 46268 260-422-5561	No	0
30	Indiana State Council 3833 North Meridian Street, Suite 50 Indianapolis, IN 46208 317-924-9440	No	0
31	Indiana State University Ken Waggoner 200 North Seventh Street Terre Haute, IN 47809 812-237-5000	No	0

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32	Indiana University-Career Development Center Jeremy Harmon 625 North Jordan Bloomington, IN 47405 812-855-1556	No	0
33	Indianapolis Association of Black Journalists Michael Dabney PO Box 441795 Indianapolis, IN 46244 317-444-2814	No	0
34	The Indianapolis Plan Dax Ramsey 445 North Pennsylvania Street, Suite 610 Indianapolis, IN 46204 317-639-4661	No	0
35	Indianapolis Resource Council 8383 Craig Street, Suite 130 Indianapolis, IN 46250 317-596-6440	No	0
36	Indianapolis Ten Point Coalition Byron Alston 900 West 30 th Street Indianapolis, IN 46208 317-924-0733	No	0
37	Indianapolis WorkOne Indiana Workforce Development Melissa Learning 805 Beachway Drive Indianapolis, IN 46224 317-684-2400	No	0
38	Indianapolis Urban League Brian McDonald 777 Indiana Avenue Indianapolis, IN 46202 317-693-7603	No	0
39	International Business College Laurie Fisher 7205 Shadeland Station Indianapolis, IN 46256 317-841-6400	No	0
40	ITT Technical Institute-Educational Services Amy Rusiloski 13000 North Meridian Street Carmel, In 46032 317-706-9369	No	0
41	Ivy Tech Community College-Anderson Koco Brooks 104 West 53 rd Street Anderson, IN 46013 765-643-7133	No	0

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42	Ivy Tech Community College-Indianapolis Rebecca Patten-Lemons 101 West 28 th Street Indianapolis, IN 46208 317-921-4994	No	0
43	J Everett Light-WJEL Rob Hendrix 1901 East 86 th Street Indianapolis, IN 46240 317-259-5278	No	0
44	Job Connection Brent Cardin 825 West Main Street Lebanon, IN 46052 925-636-9943	No	0
45	La Guia De Indianapolis Magazine Robert Curci 39 West Jackson Place, Suite 135 Indianapolis, IN 46225 317-687-9767	No	0
46	La Plaza Hispanic Center Miriam Acevedo Davis 8902 East 38 th Street Indianapolis, IN 46226 317-890-3292	No	0
47	La Voz Latina de Indiana Liliana Hamlick 2911 West Washington Street Indianapolis, IN 46222 317-423-0957	No	0
48	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 46202 317-632-5553	No	0
49	Madison-Grant Workforce Investment Board-Job Source Mark Terry PO Box 149 Anderson, IN 46015 260-458-7152	No	0
50	Manual Adult Education Robert Stockard 2405 Madison Avenue Indianapolis, IN 46225 317-226-3837	No	0
51	Marion University-Career Services Barbara Benson 3200 Cold Springs Road Clare Hall-Room 119 Indianapolis, IN 46222 317-955-6341	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
52	National Association of Broadcasters Michelle Duke 1771 N Street NW, Suite 708 Washington, DC 20036 202-429-5300	No	0
53	National Organization for Women-Indiana Chapter Melissa Fadeley PO Box 2264 Indianapolis, IN 46206	No	0
54	Professional Careers Institute Rick Weiss 7302 Woodland Drive Indianapolis, IN 46278 317-299-6001	No	0
55	Purdue University-WCCR Colin McGonagill 1016 West Stadium Avenue West Lafayette, IN 47906 765-595-9733	No	0
56	Region 5 Workforce Investment Board-Interlocal Association Lance Ratiff 836 South State Road Greenfield, IN 46140 317-467-0248	No	0
57	Rick Gevers Gevers Newsletter PO Box 577 Zionsville, IN 46077 317-769-7900	No	0
58	Saint Joseph's College-Career Center Donna Brody US 231-Halleck Student Center PO Box 910 Rensselaer, IN 47978 219-866-6116	No	0
59	Salvation Army Mike Rowland 3100 North Meridian Street Indianapolis, IN 46208 317-937-7000	No	0
60	Salvation Army- Anderson Community Center Shelly DeLong 1615 Meridian Street Anderson, IN 46016 765-644-2538	No	0
61	Salvation Army- Clinton County Linda Tegarden 300 West Washington Street Frankfort, IN 46041 765-654-7896	No	0

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62	Salvation Army- Hamilton County Social Services Cindy Harvey 320 Kings Lane Noblesville, IN 46060 317-691-2454	No	0
63	Salvation Army- Indianapolis Steve McNary 711 East Washington Street Indianapolis, IN 46202 317-638-6585	No	0
64	Salvation Army- Morgan County- South Central Community Action Program Zach Campbell 133 West Washington Street Martinsville, IN 46151 765-342-1518	No	0
65	Salvation Army- Shelbyville Corps Community Center Shannon Benner 136 East Washington Street Shelbyville, IN 46176 317-398-7421	No	0
66	Salvation Army- Tipton County Service Extension Joshua Nichols 215 East Adams Tipton, IN 46072 765-675-6217	No	0
67	Shelbyville Workforce Development Center 425 East Washington Street Shelbyville, IN 46176 317-392-3251	No	0
68	Society of Broadcast Engineers Jim Bernier/Scott Jones 9247 North Meridian Street, Suite 305 Indianapolis, IN 46260 317-846-9000	No	0
69	University of Indianapolis Libby Davis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, IN 46227 317-788-3296	No	0
70	University of Indianapolis – WICR 88.7 Roberta Thompson 1400 East Hanna Avenue Indianapolis, IN 46227 317-788-3280	No	0
71	Urban League of Madison County Sue Scott 1210 West 10 th Street Anderson, IN 46015 765-649-7126	No	0

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72	Veterans Upward Bound – Vincennes University Brad Musgrave 3833 North Meridian Street, Ste 300 Indianapolis, IN 46208 317-927-9605	No	0
73	Vocational Rehabilitation 402 West Washington PO Box 7083 Indianapolis, IN 46207 317-232-1319	No	0
74	Walker Career Center Brenda Estep 9651 East 21 st Street Indianapolis, IN 46229 317-532-6199	No	0
75	Wilson College Mona Cross 5425 South East Street Indianapolis, IN 46227 317-787-6863	No	0
76	Word of Mouth –Referral	No	11
77	Workforce Development Center 501 South 9 th Street Noblesville, IN 46060 317-773-4689	No	0
78	WorkOne Indiana - Anderson Melanie Sorrell 222 East 10 th Street, Suite B Anderson, IN 46016 765-642-4981	No	0
79	Walk-In/Self-Referral	No	1
80	Station Websites (<i>one or more SEU stations</i>)	No	1
81	Other Websites (<i>source not adequately identified upon inquiry by SEU</i>)	No	0
82	All Access http://www.allaccess.com/	No	2
83	Station On-Air Job Fair (<i>see Section III</i>)	No	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			24

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program - Programming	From April 2015 to May 2015 our SEU hosted one student intern from Indiana University-Purdue University Indianapolis in our programming department. The intern experienced and gained insight into career opportunities in broadcasting by job shadowing and working with programming to produce our AM sports show. The intern was supervised by our Program Director.
2	Participate in Job Fair	On April 18, 2015, our SEU participated in a Broadcaster Job Fair at the Indianapolis Marriott North Hotel sponsored by the Indiana Broadcasters Association. Station participants included our Senior Vice President of Sales who provided information about job opportunities, accepted resumes, and spoke with attendees about career opportunities in broadcasting. In addition, our stations broadcast announcements promoting the event.
3	Participate in Job Fair	On July 16, 2015, our SEU participated in the 2015 Indiana Black Expo Employment Opportunity Fair at the Indiana Convention Center. Station participants included our Promotion Director who provided information about job opportunities, accepted resumes, and spoke with attendees about career opportunities in broadcasting at the largest expo of its kind in the country. In addition, our stations broadcast announcements promoting the event.
4	Participate in Job Fair	On October 2, 2015, our SEU participated in a Broadcaster Job Fair at the Indianapolis Marriott North Hotel sponsored by the Indiana Broadcasters Association. Station participants included our Market President and Senior Vice President of Programming who provided information about job opportunities, accepted resumes, and spoke with attendees about career opportunities in broadcasting. In addition, our stations broadcast announcements promoting the event.
5	Participate in Scholarship Program	Our SEU participated in the Indiana Broadcasters Association 2016 Scholarship Program for college students pursuing an education in broadcasting. Our stations broadcast announcements promoting the scholarship program, and our Business Manager evaluated submitted applications.
6	Participate in an event sponsored by schools and colleges related to broadcast careers	On February 2, 2016 our SEU's Digital Sales Director addressed a Ball State University TCOM Advanced Media Sales Class and provided information about career opportunities for college students pursuing an education in broadcasting.

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7	Host Job Fair	From March 31, 2015 through April 26, 2015, our SEU hosted an on-air job fair. On-air talent described job vacancies in the SEU and asked interested listeners to call in. On-air talent collected interested listener's contact information and passed it along to the relevant hiring manager.
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